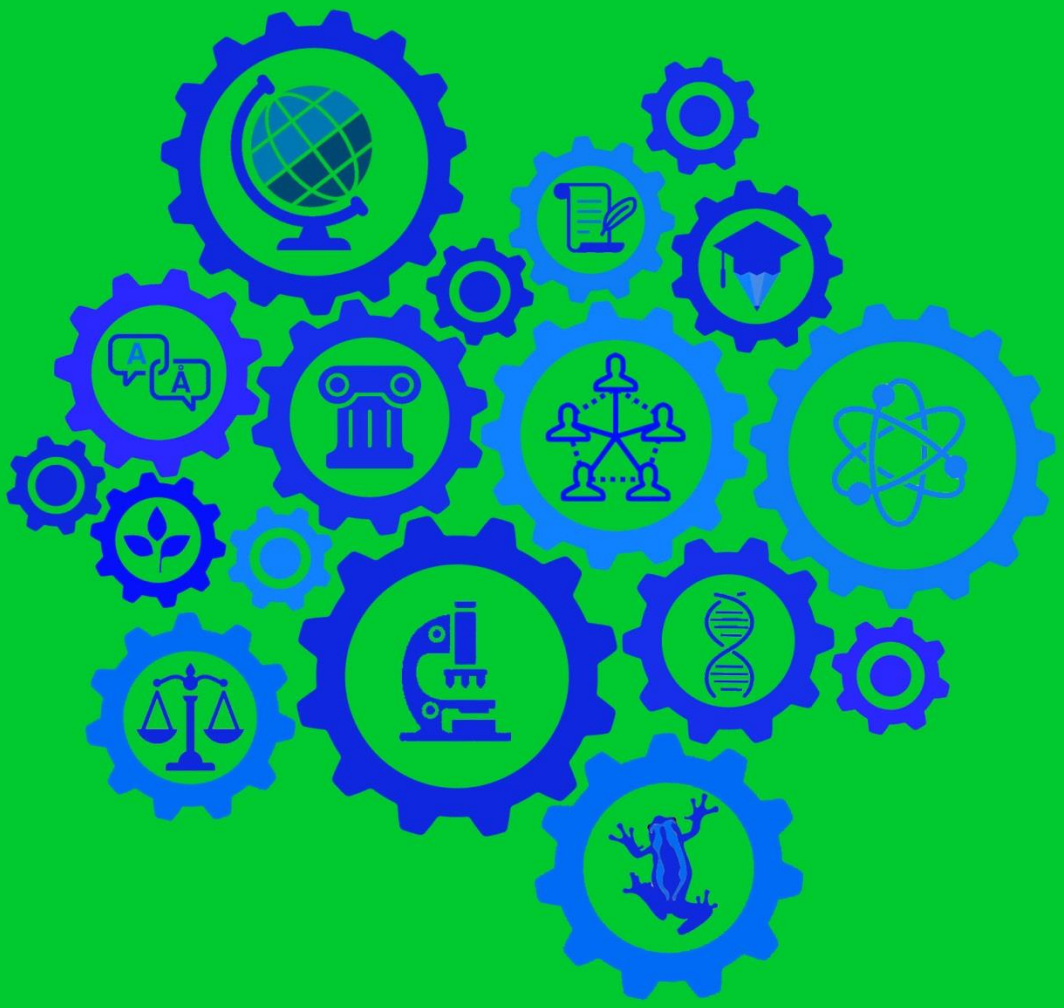
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MODERN APPROACHES TO ENSURING EQUAL EMPLOYMENT CONDITIONS FOR WOMEN

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Abstract: The article is devoted to the analysis of the dynamics of the development of new enterprises and the business participation of women as a factor in improving the profitability of society, as well as gender equality. Statistical data on the volume of new enterprises produced and the proportion of female managers were used to conduct the study.

Keywords: employment, business activity index, female managers, enterprise, small enterprise.

With the development of the knowledge economy, issues of solving employment problems are becoming increasingly important, which requires a theoretical understanding of the on going processes in a country that is under the influence of economic sanctions at the present stage of its development. To form basic concepts of the labor market and employment, it is necessary to analyze theoretical views on the economic category "employment". Various points of view on the definition of the economic category "employment of the population" are given, the role and place of employment in the system of labor relations, the relationship with the labor market are determined.[1]

In a narrow interpretation, the category "labor relations" is considered as relations arising from the satisfied demand for labor within the framework of the functioning of the labor market, i.e. as relations between employees and employers in enterprises and organizations (social and labor relations). At the same time, employment relations and labor relations are overlapping phenomena that characterize the capitalist system in terms of attracting the population to work. Within the framework of so-called labor relations, employment relations are represented by relations about hiring, but they also include relations related to the performance of work outside institutions.[2]

At a time when there are not enough jobs, butqualified personnel go abroad in search of work. Moreover, at a time when human labor is being replaced by newи

[1] Аглиуллина Гюзялия Рафиковна (2016). Занятость населения как экономическая категория. Вестник Ульяновского государственного технического университета, (1 (73)), 74-76.
[2] Никифорова Ольга Александровна (2018). Об общественной природе занятости: социологический подход. Теория и практика общественного развития, (1), 30-34.

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technologiesи and costs are being saved, so many demands for permanent jobs - are an unthinkable fantasy, ignorance, right? However, it is possible to create millions of jobs that can meet the above requirements.[3]

At the initiative of the President of the Republic of Uzbekistan, the Law of the Republic of Uzbekistan "On Social Partnership" was adopted, according to which social partnership is the cooperation of state bodies with non-governmental non-profit organizations and civil society institutions in the implementation of socio-economic development programs of the country, including sectoral and territorial programs, as well as regulatory legal acts and laws affecting rights and legitimate interests of citizens.[4]

Another aspect of women's employment that is important to focus on is issues such as wages, workplace conditions and equality. Thus, the social partnership system serves to balance the interests of the employer and employees, as well as to jointly implement economic efficiency and social justice.[5]

In modern conditions, a number of works are being carried out to ensure the employment of women. In particular, many enterprises were put into operation in 2022-23. These are textile fabric manufacturing companies, clothing workshops, web design specialists, cosmetology specialists, cooks who bake a variety of desserts, etc. A woman as a social worker has adapted very quickly to the modern world. Government assistance in the form of short-term and low-interest loans, as well as subsidies, give confidence in the future. The list can be supplemented with many professions.

According to statistics, you can see the growth of the economy. In what area is the largest number of new enterprises being created in Uzbekistan?

In total, in January-March 2023, 23,891 new enterprises were created (excluding farms and peasant farms), which are distributed by type of economic activity as follows:

in the sphere of trade-8,640; in the industrial sector-3,987; in agriculture, forestry and fisheries - 3,088; in the sphere of accommodation and food services-1,454; in the construction sector-1,291; in the sphere of transportation and storage-1,135; in the field of information and communications-801; in the field of health and social services-356; in other areas-3,139[https://www.andstat.uz/uz/matbuot-markazi/qo-mita-yangiliklar/8005-o-zbekistonda-qaysi-sohada-yangi-korxonalar-ko-proq-tashkent-etilmoqda]

[3] O.Q.Umarov, & M.O.Baltabaeva. (2023). IQTISODIYOT – UY XO‘JALIGI YURITISH SAN’ATI. "Science Shine" International Scientific Journal, 3(3). извлечено от https://science-shine.uz/index.php/ilmnuri/article/view/55
[4] M.O.Baltabaeva, & G.A.Yuldasheva. (2023). XOTIN-QIZLARNING BANDLIGI YECHIMLARI VA UNDAGI IJTIMOIY SHERIKCHILIK MEXANIZMINING ROLI. "Science Shine" International Scientific Journal, 3(3). извлечено от https://science-shine.uz/index.php/ilmnuri/article/view/54
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If we trace how many industrial enterprises are being created in the republic, then from January to September 2023, 11,322 new enterprises were created. Their dynamics for the corresponding period of recent years isas follows:

In 2019-15,841; in 2020 -14,566; in 2021 -15,454; in 2022 -12,598; in 2023 -11,322 [https://stat.uz/uz/].

In just 5 years, the number of industrial enterprises totaled 69,781.

According to the results of 2022, the number of small enterprises and micro firms headed by women in the Republic of Uzbekistan amounted to 39,078 units. By region, the largest number of operating small enterprises and micro firms headed by women entrepreneurs was registered inTashkent-10,906 units (27.9 % of the total number), Tashkent region-4,995 units, Samarkand region-3,289 units, the Republic of Karakalpakstan-2,593 units.

According to the obtained data and analysis of the Business Activity Index(IDA) in October 2022, calculated by the Center for Economic Research and Reforms, it amounted to 1022 points, and, compared to the previous month, it increased moderately by 2.2%. There is also a 9% increase in IDA compared to the same period last year.



Figure 1. Dynamics of new industrial enterprises created in January-September 2023

The component of operating entities in October 2022 was 1.0101, which means that the component grew by 1.0% compared to the previous month. This indicator also has a positive value in relation to the same period last year with an increase of 9.7%.

The number of operating business entities in October 2022 increased by 2,947 units compared to the previous month of 2022 (621,960 units) and amounted to 624,907 units.

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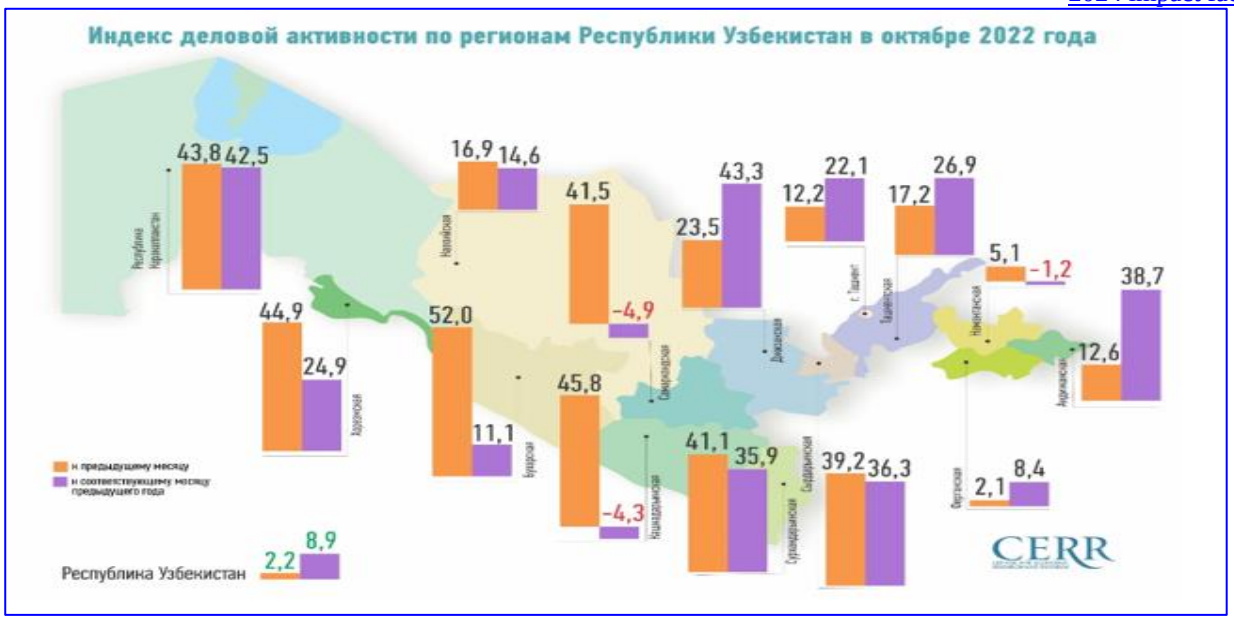


Figure2 Index of business activity by regions of the Republic of Uzbekistan in October 2022.

The number of large enterprises increased by 24 unitsыof equipment.

During the reporting period, the number of small businesses increased from 509,720 to 512,637 (an increase of 2,917 units). Also, the number of farms increased from 108,627 to 108,633 units (an increase of 6 units). The number of operating maple enterprises amounted to 3,637 units, which is an increase of 24 units compared to September 2022.[6]

The above data indicate that the measures taken by the Government to reduce poverty, unemployment and increase jobs are well-founded. This indicates an increase in the level of profitability of the population and further prosperity of our republic.

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